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CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION

Initial reports of States parties

FEDERAL REPUBLIC OF GERMANY

V.90-80201

In March 1988 the Federal Republic of Germany submitted its first Report on the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women (U.N. Document CEDAW/C/5/Add. 59). This report will be reviewed in accordance with Article 17 of the Convention by the Committee on the Elimination of All Forms of Discrimination against Women (CEDAW) at its 9th session in February 1990. For this purpose the Report is updated and supplemented by this document.

In 1987 a comprehensive population census was carried out in the Federal Republic of Germany, the results of which were published in 1989 and have been considered in the following. In addition to that, new laws and measures which were important for women came into being and are to be incorporated in the Report.

Part I:

Living conditions of women in the Federal Republic of Germany

1. Population

In the Federal Republic of Germany including Berlin (West) about 61.1 million people, of whom approximately 4.5 million are foreigners, live in a territory of 249,000 km². According to 1987 figures, the 31.8 million women living in the Federal Republic of Germany make up the majority (52 %) of the population whereas the men number some 29.3 million or 48 %.

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Every third inhabitant lives in one of the 64 cities (with more than 100,000 inhabitants). Twenty-five million people, that is 40 % of the total population, live in communities of less than 20,000 inhabitants, 3.8 million of these in villages (with under 2,000 inhabitants). The population density is high compared with other European States. Seen in relation to the area of the national territory, the Federal Republic of Germany has a population density of 246 inhabitants per km² (compared with 101 in France, 76 in Greece, 233 in Great Britain and Northern Ireland and 358 in the Netherlands). The distribution of the population is, however, very uneven. In some conurbations, as in the Ruhr area, the population density is 5,500 people per km² whereas other regions are relatively sparsely populated.

In recent years the age structure of the population has changed, the trend now being towards an increase in the percentage of elderly people. For many years the Federal Republic of Germany has had one of the lowest birth rates in the world: there were only 11.1 births per 1,000 inhabitants in 1988 (1987: 10.5). Women have a clearly higher life expectancy than men: 78.4 years for new-born girls, and 71.8 years for new-born boys. There are almost twice as many women as men in the over 65 age group (see Table 1.1).

Somewhat less than half of the female population (46.4 %) is married (see Table 1.2). On average, single women marry at the age of 25.2 years and single men at the age of 27.7. On the whole, the number of marriages dropped between 1950 and 1981 and has been increasing only slightly since then. In 1988, 397,738 couples were married and 128,729 were divorced.

In 1988, 6 million married couples and 952,000 single parents - 817,000 of them single mothers - had children of under 18 years. More than half of all families have only one child and families with three children and more are unusual (see Table 1.3).

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2. Political system

The Federal Republic of Germany is a parliamentary democracy. The fundamentals of its system of government have been stipulated in its constitution, the Basic Law of 23 May 1949. The Federal Republic of Germany is a federal state, i.e. it consists of 11 Federal Laender and the Federal Government. The Federal Laender themselves are states with their own constitution, state authority and government organs. The Basic Law lays down the legislative and administrative competences of the Federal Government and the Laender. In the Constitution the communities are guaranteed the right to local self-government. Decisive importance within the political system of the Federal Republic of Germany is attributed to the political parties whose task, according to the Constitution, is to participate in the forming of the political will of the people. The political parties have a strong influence when it comes to selecting those who will be appointed to public offices and functions and as far as the determination of policy content is concerned. At present, five parties are represented at the German Bundestag, the parliament at federal level; these are the Social Democrats (SPD), the Christian Democratic Union (CDU), the Christian Social Union (CSU) in Bavaria, the Free Democratic Party (F.D.P.) and THE GREENS. 7.0 % of the men entitled to vote but only 1.8 % of the women entitled to vote are members of these five parties.

The social partners, in other words, the trade unions and the employers' associations, are also very important. They are guaranteed bargaining autonomy by the Constitution, that is, they are entitled to conclude collective labour agreements with each other, to agree on wages or salaries and to stipulate working conditions without interference from the government. Out of the approximately 27.4 million gainfully employed persons, 24.3 million are wage and salary earners (1988 micro-census). About 9.4 million gainfully employed persons are members of the big trade unions; of these approximately 2.3 million are women.

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3. Economy

The economic structure of the Federal Republic of Germany is predominantly characterized by industry and trade. With regard to its overall economic performance, the Federal Republic of Germany ranks fourth in the world. The real value of its gross national product more than doubled between 1960 and 1986.

Since the end of the Second World War, agriculture has gone through profound changes: while in 1950, 20 % of the gainfully employed persons were still working in the agricultural sector, only 5 % do so today. During the same period, the number of farms with agriculturally productive land amounting to 1 hectare and more fell from 1.6 million to approximately 700,000. Nevertheless, today agriculture covers about 80 % of the domestic demand for food.

4. Women in public life

Women constitute the majority (more than 52 %) of the persons entitled to vote and yet they are not adequately represented in most spheres of public life. In parliaments, governments and administrations, in political parties, trade unions and the media as well as in other political and social decision-making bodies, they are clearly under-represented. One of the decisive reasons for this is the traditional role allocation, according to which women are given responsibility for the family, and men for the spheres of gainful employment and public life. In fact, this role allocation is still widespread in the Federal Republic of Germany and deeply engrained in many people although laws and regulations have long abandoned this practice and it is being questioned with growing frequency in the population. In addition to that, the traditional living and working conditions often prevent women from participating actively in public life.

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Over the past few years, the percentage of women in the parliaments has increased. Since 1918 women have the right to vote and to stand for election, but it was not until the election for the Bundestag 1987 that they passed the 10 % mark and obtained 15.4 % of the mandates. At present the President of the German Bundestag is a woman. In the parliaments at Laender level, the percentage of women has clearly risen and ranges between 9.6 % and 29.1 % today (Table 2.1). In the elected representative bodies of the municipal and local authorities the proportion of women has also grown continuously during the last years. In communities with more than 20,000 inhabitants, such women represented 16.6 % on an average in 1988 (vs. 10.8 % in 1983) and in cities with more than 100,000 inhabitants the proportion was even approximately 19.1 %. Some cities (e.g. Munich, Freiburg, Göttingen) even registered proportions of more than 30 %.

The percentage of women in the Governments at Federal and Laender level is still very low, too, even if a positive trend unmistakably exists. Today 3 ministers within the Federal Government are women (of 19 ministers in total = 15.8 %) as are 2 of the parliamentary state secretaries (of 27 in total = 7.4 %). In the middle of 1989, the governments at Laender level included a total of 23 female ministers, 1 female parliamentary state secretary and 11 state secretaries. Since spring 1989 women have a clear majority in the Senate of Berlin (West), for the first time ever in German history, 8 of 13 Ministries are headed by women.

In the political parties the percentage of women increased steadily during the past few years. About one quarter of the members of the 5 parties represented at the German Bundestag are women (see Table 2.2). Yet, the proportion of women appointed to important functions in the political parties is generally smaller. In the 5 parties mentioned above a definitely positive development can be seen in the party executives at the federal level (see Table 2.3).

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In the trade unions, nearly half of the members are men (48.4 %) whereas only about a quarter of them (24.8 %) are women (see Table 2.4).

Here, too, women are still under-represented in positions of authority and in management committees considering the size of their membership.

In the economy, women are hardly to be found in leading positions. In 1988 their percentage in first-level management was 5.9 %, in second-level management 7.8 % (1987: 6.1 %). In the same year, only 0.7 % of the corporate directors and only 0.3 % of the supervisory board members were women. In contrast to this, the number of self-employed women in charge of their own enterprise considerably increased, today every third business is started by a woman.

Science and the universities, too, are for the most part male-dominated. Although 40.2 % of the new students in 1987 were women, their percentage among the professors was only 5.1 % and a mere 15.6 % of the full-time teaching staff at the universities were women.

5. Women in gainful employment

Women play an increasingly important role in gainful employment in the Federal Republic of Germany. The developments and trends depicted in the Report (Nos. 9 - 34) are continuing.

There was an overall rise in employment which reached its highest level to date in August 1989 with 27.81 million gainfully employed persons. At the same time, the number of gainfully employed women increased and their proportion of the working population rose to 38.9 % (see Table 3.1). It was the

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women who profited in the main from the rise in employment which took place between 1983 and 1988 (69.6 %). Above all, there was a growing participation of women in the 20 to 50 age-group in gainful employment. A particularly striking increase was also observed in gainful employment among single mothers bringing up children 6 years old and younger (1982: 87,000, 1986: 120,000, increase: 37.9 %).

There was a slight shift in the distribution of women among the different professional branches: 77 % of all gainfully employed women are to be found in the service sector where they constitute more than half of the employees (51.9 %), and their proportion is still growing. Their presence in the agricultural professions, however, has dropped from 54.4 % to 43.3 % since 1973. Now as in the past, they represent a minority in the technological professions (12.0 %), but there has been a slight increase in recent years (see Table 3.2).

The number of female apprentices in occupations hitherto chosen predominantly by young men rose from 13,000 (2.5 %) to 62,000 (8.4 %) between 1977 and 1987.

Part-time work, most of which is done by women (92.6 %), has spread. In 1988, 30.1 % of the wage and salary-earning women were in part-time jobs. The unemployment figure considerably declined during the past two years: the average annual rate of unemployed persons in relation to the wage and salary earners was only 8.7 % in 1988. However, at 10.0 %, this rate is still higher among women than among men (see Table 3.5). When comparing the number of unemployed to <u>all</u> gainfully employed persons, (wage and salary-earners as well as the self-employed) as is usual worldwide, the figures are even lower. This method of calculation produced an unemployment rate of only 6.6 % on the whole in September 1989 (September 1988: 7.4 %), and of 8.3 % among women (September 1988: 9.1 %). On 1 July 1989 the Federal Govern-

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ment initiated a programme to combat long-term unemployment designed to be specifically of benefit to women.

After having interrupted their professional activities - in most cases because of childbirth and the bringing up of children - more and more women desire to return to their job. The Federal Government and the Laender recognized this as a central problem of women's policy and numerous programmes of action were set up to solve it. They will be described in greater detail in the following (see Article 11).

6. Institutions for the enforcement of equal rights for women

In the meantime, a dense network of institutions was established at all administrative levels in the Federal Republic of Germany. Their objective is to put equal rights for women into practice in everyday life. In addition to the Federal Ministry for Youth, Family Affairs, Women and Health, which can be seen as the equal-rights office of the Federal Government and which has already been described in the Report (Nos. 44, 45, 52), two Ministries for Women's Affairs have been established in the meantime at Laender level (Schleswig-Holstein in 1988, Berlin (West) in 1989). A rapid development, however, took place at community level. In 1982 the first community office for equal rights for women was set up in Cologne; in 1986 there were about 100 offices nation-wide; in autumn 1989 their number rose to almost 500. The large and medium-sized cities have an equal-rights office, and the small towns, communities and the districts are following suit. In June 1989 the Federal Government submitted a report on equal-rights offices at Federal, Laender and community level to the German Bundestag. The Report describes these institutions and their development, sets forth the difficulties they have to overcome and presents the progress already made. It comes to the conclusion that

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the equal-rights offices have already shown concrete achievements on all levels but that they need to be better equipped so that they can work efficiently towards achieving equal rights for women.

It is the task of these institutions to implement measures of the kind which is requested in the Convention on the Elimination of all Forms of Discrimination against Women. Their everyday work directly serves the purpose of implementing the provisions of this Convention in the Federal Republic of Germany.

Part II:

The Provisions of the Convention and their implementation in the Federal Republic of Germany

Re Article 1: The term "discrimination"

The interpretation of the term "discrimination against women" has widened over the past few years; for example, in the meantime it is generally accepted hat there exists what is known as indirect discrimination. Decisions of the Court of Justice of the European Communities and the Federal Labour Court have clarified that in the field of labour law the prohibition concerning discrimination also encompasses indirect discrimination.

Re Articles 2 and 3: Legislative and other measures to eliminate discrimination against women and to ensure the full development of women

As a supplement to the Report (see Nos. 55 - 74) the principal measures taken and laws passed in favour of women in the Federal Republic of Germany since the principle of equal rights was enshrined in the Constitution in 1949 (Annex II, overviews 1 and 2) have been listed in Annex II. Moreover, the measures and the main points of emphasis of the work done by the equal-rights offices of the Laender have also been described (Overview 3). Finally, an overview of the publications of the Federal Ministry for Youth, Family Affairs, Women and Health outlining the results of research projects, investigations and pilot projects and furnishing information about measures and laws relevant to women, is to be found in Overview 4.

Re Article 4: Special measures to achieve de facto equality between women and men

It is in the area of the law that the greatest degree of equality between men and women has been realized in the Federal Republic of Germany. By contrast, in many other areas, many

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forms of de facto inequality and situations where women are at a disadvantage still persist. The most pressing aim of the present policy to achieve equality in the Federal Republic of Germany is therefore to achieve de facto equality of rights. Most of the measures listed in Annex II can be seen as special measures in the terms of Article 4 of the Convention.

In this supplement we intend to highlight only two areas in which special measures play a particularly important role:

- the advancement of women in professional life, and
- the advancement of women in politics.

1. Advancement in professional life

In addition to the "Guideline for the Professional Advancement of Women in the Federal Administration" (see Report No. 123), corresponding guidelines for the civil service are to be found in most of the Laender and in numerous municipalities. The objective of these guidelines is to improve women's chances of finding employment, being promoted and entrusted with high-ranking posts and offices, as well as receiving further training, part-time employment and resuming gainful employment. Apart from this, it is incumbent upon the Federal Government to fix quotas, among others reasons, because of provisions contained in the Basic Law (Art. 33, paragraph 2 of the Basic Law: "Every German shall be equally eligible for any public office according to his aptitude, qualifications and professional achievements").

By contrast, initiatives can be detected in some Federal Laender to replace existing guidelines by laws which would sanction giving preference to women over male candidates when they are equally qualified and in some cases also envisage quotas. In October 1989, North Rhine-Westphalia passed a Law on the Advancement of Women for the civil

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service envisaging quotas. According to this Law, women will be given preference in sectors where they are under-represented - provided they have the same qualifications as the male candidates - until such time as the proportion of women equals that of men.

In the private sector, an increasing number of firms are taking promotion measures tailored specifically for women, setting up promotion schemes for women and employing commissioners for women's affairs. The Federal Ministry for Youth, Family Affairs, Women and Health has published a "Leitfaden zur Frauenförderung in Betrieben" (Guideline for the Promotion of Women in Companies) which furnishes practical tips with regard to measures for the advancement of women and has met with a positive reception in the firms. To a growing extent, measures for the advancement of women are also becoming part of industrial and collective wage agreements.

The many pilot programmes conducted by the Federal Government, the Laender and the municipalities can also be seen as special measures to achieve de facto equality in accordance with Article 4 of the Convention. They are intended to facilitate the access of women and girls to male-dominated professions - especially in the industrial and technical sectors. Similar efforts in this direction are also those measures which provide women with specialized further training in the field of new technologies and grant assistance in the founding of new firms by women. The special programme for the reinsertion of women into professional life which will be discussed at a later stage, also falls into this category.

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2. Advancement in politics

As Part I has already indicated, women are under-represented in politics. The political parties have a key role to play in augmenting the participation of women in politics. The large parties have passed resolutions the aim of which is to ensure that women are given greater consideration when appointments are being made to party offices and functions, and in the distribution of mandates or places on the party list.

The GREENS (DIE GRÜNEN) and the SPD (Social Democratic Party of Germany) have introduced a system of quotas. In 1986, the GREENS incorporated a provision into their constitution according to which all bodies and organs of the federal association of the party must comprise at least 50 % women representatives. In 1988, the SPD changed its organizational statutes to the effect that at least 40 % of either sex must be represented in the offices and functions of the party. This regulation is to come into force in several phases between now and 1998 and will remain valid until the year 2010.

The other parties reject the quota system in favour of other solutions. In 1986, the CDU (Christian Democratic Union) undertook to appoint women to offices and give them mandates at least in proportion to the female membership in the party - an undertaking which was reaffirmed in 1988. By 1992, the FDP (Free Democratic Party) also intends to have brought the proportion of women in decision-making bodies into line with the size of its female membership. About one-quarter of the members of the CDU and the FDP are women.

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Re Article 5a: Elimination of stereotyped roles

As a supplement to the Report (see Report No. 76) mention must be made here of efforts to eliminate advertisements which discriminate against women. Advertisements in the mass media can exert an influence both on role perceptions and on perceptions of the nature and duties of women. In the past few years, advertisements which contain flagrant discrimination against women, in which women are depicted as mere sex-objects or decoration, have diminished. Still prevalent is, however, advertisements which are based on traditional and out-moded perceptions of the roles of men and women. More and more women and women's organizations are challenging this type of practice.

The task of the Deutsche Werberat (German Advertising Council), a voluntary supervisory body founded by the advertising industry, is to look into complaints about discriminating advertisements and, where necessary query them. Since 1985, this body has been working in close cooperation with the National Council of German Women, the parent organization of the German Women's Organizations, and with the Federal Ministry for Youth, Family Affairs, Women and Health in an effort to stem the proliferation of advertisements which discriminate against women. The question as to whether a specific advertisement discriminates against women because it establishes stereotyped roles, is often a controversial one since there is a paucity of objective criteria on which judgement can be based. However, there is no denying that, over the past few years, sensitivity to this problem has increased. The Federal Ministry for Youth, Family Affairs, Women and Health intends to hold discussions with all those involved - in particular with the advertising industry - with a view to increasing this sensitivity even more.

The problem of stereotyped roles in school-books is discussed below in connection with Article 10.

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Re Article 6: Suppression of traffic in women and exploitation of prostitution of women

Since 1989, the Federal Ministry for Youth, Family Affairs, Women and Health has been calling for a research project to lay the foundations for political measures to combat the trade in human beings including forced prostitution and sex-tourism.

In the meantime, many counselling centers already exist for affected women. One of these - a large counselling and information center in Stuttgart offering an extensive range of services - was set up within the framework of a pilot project financed by the Federal Ministry for Youth, Family Affairs, Women and Health in collaboration with the Land of Baden-Württemberg.

In 1988 the Federal Government replied to two major interpellations from members of the German Bundestag on "Human Rights Violations against Women" and "Traffic in Foreign Girls and Women" and its response went into these problems in detail.

Re Article 7: Elimination of discrimination in political and public life

As mentioned in the Report (see Nos. 87 - 90) women are fully entitled to exercise the rights of participation and co-determination in politics provided for in Article 7 a - c of the Convention. The de facto poor participation of women in public life was discussed in Part I. The efforts undertaken by the political parties to allow women greater access to functions of responsibility, were described above in the comment on Article 4. At present there are no plans to take legal or other government measures to increase the proportion of women in public life.

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Re Article 8: Participation of women at the international level

The proportion of women in the Foreign Service has continued to grow. The increased interest shown by young women for the work in this field has led to a situation where the proportion of women receiving training in 1989 amounted to almost 50 %. On the other hand, the proportion of women in positions of authority at higher intermediate level is lower, owing to the fact that there were less applications from women in earlier years. Six out of 200 diplomatic missions abroad are headed by women, four are Permanent Representatives or Director-Generals in the B3/A16 salary bracket and six are Heads of Division in Bonn.

For many years now, the Federal Government has been striving to nominate suitable female candidates for vacant posts in the secretariats of international organizations and to support their applications. Of 111 German citizens employed at what amounts to higher civil service level at the UN Secretariat, 32 or 28.8 % are women.

Re Article 9: Nationality

No addition to the Report (see No. 94).

Re Article 10: Equality in the field of education

1. In the Federal Republic of Germany, compulsory education usually commences for all children upon completion of the 6th birthday. As a rule, it lasts for 12 years.

   The educational opportunities open to girls have shown a clear improvement in the past few years. The proportion of girls attending schools providing general education has remained steady, since 1980, at 48.8 %. A comparison of the different types of schools shows that more girls attend schools which offer higher qualifications than was the case

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previously (see Table 4.1). There has also been a marked increase in the number of girls visiting schools of higher education (see Table 4.2). However, they concentrated on certain branches of study such as the teaching profession where they accounted for 71.8 % of the students. On the other hand, in other subjects, they are still a minority especially in engineering (11.8 %), mathematics and the natural sciences (31.4 %).

2. A similar situation exists in the case of vocational training where most girls choose from a very small selection of training occupations, principally in the services sector.

All in all there are about 430 officially recognized training occupations. More than half of the girls who decide to do vocational training choose one of ten occupations (54.9 %); approximately one-third of all of the girls concentrate on 5 occupations alone (see Table 4.3). By contrast, boys are distributed more evenly over the entire spectrum of training occupations (Table 4.4).

In 1989, the Federal Ministry for Education and Science initiated a 4-year nation-wide information campaign directed not only at girls and young women, but also at their parents, teachers, friends, colleagues as well as job-counsellors, trainers and employers. It seeks to encourage girls to give greater consideration to those professions which have hitherto been male-dominated when choosing their future profession. Another objective of the campaign is to change the attitudes of all those involved towards the professional role perceptions which have been handed down to us. The same goal lies behind an extensive advertising campaign started by the Federal Ministry for Posts and Telecommunications to increase the proportion of women with technical occupations

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in the German postal service. The Federal Labour Office is also undertaking major efforts to arouse girls' interest particularly in the industrial and technical professions. Finally, numerous pilot projects are being conducted on this issue both on the federal level and by the Laender (see Report Nos. 98 to 102).

3. The co-education model called for by Article 10 c of the Convention was introduced in the Federal Republic of Germany as early as the 1970s. However, very recent investigations show that joint schooling for boys and girls does not necessarily eliminate or prevent stereotyped role perceptions or schooling deficiencies. On the contrary, in many cases, girls are often at a disadvantage in the co-education model since the teaching methods are tailored more to boys than to girls. This applies in particular to the natural science and technical subjects.

It is not our intention to challenge the co-education model as a matter of principle. Nonetheless, it is necessary that its conception be improved, teaching methods revised and teachers be trained in such a way that they promote and encourage girls as much as they do boys.

4. A considerable number of school-books continue to be characterized by an out-moded perception of the role of women. Even our latest studies on school-books designed for primary schools - such as an investigation carried out in the Saarland, the findings of which were published in 1988 - confirm this.

As early as 1986, the Standing Conference of the Ministers Responsible for Education adopted basic principles for the conception of school-books, according to which, stereotyped

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roles and one-sided task-allocations should be avoided or challenged. By no means do all of the school-books available today observe these principles; nevertheless, it is important to note that school administrations, publishers of school-books, authors and parents are all much more aware of this issue today than they were a few years ago.

5. A relatively new research direction which developed in close connection with the New Women's Movement - women's research - is making a contribution to the elimination of discrimination against women. Women's research analyses open and disguised discrimination against women and investigates the achievements of women today and in the past. It distinguishes itself from general research through the importance it affords to including what is defined as the "private" spheres of life and its linking of theory and practice. It has, for example, made a major contribution to making violence against women a public topic.

Since the 1970's female scientists have been at pains to institutionalize women's research, and to introduce the issues which it tackles and findings it has produced into all the fields of science and teaching. More and more research facilities have been established in recent years. There are, at present, 18 chairs for women's research at the universities of the Federal Republic of Germany alongside almost 40 other research institutions which focus mainly on this area of activity.

Re Article 11: Equality in working life

Since a detailed stance was taken on Article 11 in the initial Report (see Report Nos. 112 - 159), only a few points will be highlighted here.

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a) The labour law provisions referred to in the Report (Report Nos. 112 to 120) have had a positive effect in practice. In March 1989, the Federal Labour Court ruled that where a person applying for a job suffers discrimination because of her sex, the employer is basically under the obligation to also compensate for the immaterial damage suffered by the victim through the violation of her right of privacy. The damages payable are to be fixed as a rule at one month's pay.

The Federal Government intends to promote more equal opportunity in hiring and promotion practices by means of a law which is to further develop the provisions currently in force. The Bill is expected to be introduced into the legislative process at the beginning of 1990.

b) The labour market is still considerably tighter for women than it is for men. As in the case of professional education, in exercising a profession, women tend to concentrate on a relatively narrow spectrum of occupations. In 1987, approximately two-thirds of all women gainfully employed were distributed in 12 occupational groups (see Table 3.3). The majority were employed in organization, administrative and office jobs followed by sales and health-related jobs.

The Federal and Laender Governments are employing pilot projects and investigations to publicize the range of jobs open to women, especially in the industrial and technical occupations. Two examples of such projects initiated by the Federal Government are an investigation on the "Professional Qualification of Women to improve their Professional Chances in the Introduction of New Technology" and a pilot project entitled "EDP Training by Women for Women".

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A further example of how the spectrum of jobs for women is being widened is provided by the Federal Armed Forces. Since 1 July 1989, young women have the possibility of entering the medical service of the Federal Armed Forces voluntarily as candidates for the officer's rank. Since 1975 it has only been possible for licensed female doctors, dentists, pharmacists and veterinarians to work as health officers. There are also plans to open up all careers of the medical service to women from autumn 1990. A corresponding amendment to the Army Law is being prepared. This is not in conflict with Art. 12a, paragraph 4, sentence 2 of the Basic Law since the members of the medical service do not render service involving the use of arms.

It can readily be affirmed that women are taking up the offer of new fields of activity. However, on the whole, the range of possibilities offered to them is still too limited.

c) More and more women wish to resume gainful employment after their child-raising period. Some 320,000 women, 70 % of them under the age of 40, return to the job market every year. An estimated 2.3 million women who are not gainfully employed at present are expected to want to return to their professions over the next few years.

Since the end of the 1970s, numerous educational measures have been taken to promote professional reinsertion. Within the framework of the 1987 coalition agreement, the Federal Government assented to the establishment of a special programme aimed at re-inserting women into working life and taking women in the rural areas into account. This special programme is being carried out in collaboration with the Federal Labour Office, firms, and agencies responsible for further training. It is divided into 2 parts:

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- Counselling centers (17 in all) are to be built in all of the Laender to furnish women with the information and orientation which they need either to become reinserted into working life or to carry out any other activity outside the home. This phase of the programme commenced in June 1989 and is limited to 3 years.

- In certain professional branches, pilot projects concerned with the training of women after the child-raising phase are being developed and tested. The aim of this endeavour is to prepare women for the new demands of working life and to create the necessary preconditions for an increase in the offer of qualified permanent jobs for women returning to the world of work. This part of the special programme will be implemented in 1990.

d) The Federal Government is currently preparing a report on the situation of women in the civil service and the effects of the "Guideline for the Professional Advancement of Women in the Federal Administration" issued in February 1986 (see Report No. 123). It will take careful stock of the situation and will serve as a basis for the further development of the Guideline to which end the Federal Ministry for Youth, Family Affairs, Women and Health is presently preparing a draft.

Some of the Federal Laender have already submitted reports on their experiences in the implementation of their advancement-related guidelines and on the situation of women in the civil service of the Land.

In the supreme federal authorities the trend described in the Report (see Report No. 125) persists. In 1987, just as many women as men were employed. The proportion of women employed was almost as high as the proportion of applications made by them.

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e) The average gross income of women lags behind that of men. Although it has been possible to steadily reduce the gap, the pay-gap in the groups of the salaried employees has ceased to diminish during the past ten years (Table 3.4).

To a great extent, today's differences in income between men and women can be traced back to structural factors. Women are mainly employed at the lowest levels of the economic ladder, have a shorter working-week, do less overtime and less (better-paid) shift work. Most often, they have less years of service and only rarely do they reach the age-levels which are paid the highest tariffs.

In addition to these structural factors, wage discrimination based on the fact that women's work was considered devoid of all value, persisted until very recently. In the past, only work which was linked with considerable muscle power was considered heavy labour whereas the work normally done by women was considered light work and as such was paid at a lower rate.

In recent years, this has changed radically. During the last collective bargaining sessions, the so-called "light work" wage-group was deleted in many collective agreements and the lower wage-groups raised. In April 1988, the Federal Labour Court ruled - with reference to the European Court of Justice - that in assessing heavy labour not only the degree of muscle power needed should be taken into account, but also all conditions which cause a strain on the human being and could cause physical reactions. This ruling will lead to a revision of the decisive job-characteristics which serve as a basis for the establishment of salary groups. This will lead to the elimination of wage-discrimination insofar as it still exists.

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Special investigations on sex-specific differences in health behaviour and pilot tests in the area of psychosocial and medical provision complement these activities.

c) The past few years have witnessed a sharp decline in maternal and infant mortality. The number of mothers dying per 100,000 births dropped from 51.8 in 1970 to 20.0 in 1981 and to 8.7 in 1987 - six times less than the 1970 figure. Out of 1,000 live births in 1987, 8.3 infants still died. This development can be principally traced back to the free medical check-ups for pregnant women, new-born babies, infants and small children which were introduced by the statutory health insurances in 1966. In addition to this service, the health offices of the public health system offer free counselling in all health-related matters for pregnant women and mothers. Progress in the provision of assistance at birth and comprehensive information about family planning, pregnancy and birth contributed to this positive development.

d) In recent years, major medical and technical progress has been made in the attempt to treat undesired childlessness. The result is a number of treatment techniques, almost all of which envisage interventions in the woman's body. In 1978, the first in-vitro fertilization was performed and the method has spread all over the world since then. However, these new possibilities also engendered new risks which do not only affect the handi-work of the physicians but raise both ethical and legal questions. The abuse of medical and technical innovations in the fields of procreative medicine, genetic diagnostics and genetic therapy is to be prevented by legislative means. The Act Amending the Act on the Placement of Children for Adoption which entered into force in November 1989 provides for the prohibition of the brokerage and bringing about of any form of substitute motherhood. Other issues such as:

...

- the intentional determination of the sex of the child
- research on embryos
- the manipulation of the genetic make-up of human beings

are to be regulated in the Act on the Protection of Embryos which is now being discussed in Parliament.

e) From the statistical point of view, women are less severely hit by AIDS than men. In July 1989, only 257 of the 3,636 registered AIDS patients were women. However, when infected themselves or as partners or mothers of infected persons, women are often affected by the disease in a different way. The Federal Ministry for Youth, Family Affairs, Women and Health has created diverse types of assistance in the form of counselling, care and other services tailored to meet the needs of women, within the framework of various pilot programmes. Some examples of the latter are: "Psycho-social counselling measures in connection with AIDS", "Care and counselling of drug-addicts infected with HIV", "AIDS and Children", "AIDS and Women". Furthermore, the AIDS-related awareness-building efforts among women are being intensified.

f) The discussion on the conditions under which an abortion may be performed with impunity has been characterized by controversy since the early 1970s. Even after the amendment of § 218 in 1976, the German Penal Code provides that an abortion is, in principle, punishable unless:

- the woman's life or health is considerably endangered, the "medical indication",
- such serious physical or mental damage to the child is to be feared that the woman cannot be reasonably expected to carry the pregnancy to term (up to 22 weeks after conception), the "eugenic indication",

...

- the pregnancy is the result of a sexual crime (up to 12 weeks after conception), the "criminological indication",
- the danger exists that the woman's social situation will degenerate to an extent which she cannot reasonably be expected to tolerate (up to 12 weeks after conception) "social indication".

In 1988, a total of 83,784 abortions were registered: 86.8 % were performed on grave social grounds and 8.9 % on medical grounds. It is taken for granted that there is a much larger number of abortions which do not figure in the statistics ("reporting deficit"). Serious calculations set the yearly abortion rate at 250,000. This high figure has led the State to make increased efforts to provide better protection for unborn life. These measures must be continued and extended.

The Federal Government is endeavouring to broaden and improve the services offered in the area of counselling and support for pregnant women and young mothers especially those women who find themselves in a grave social predicament or conflictful situation as a result of pregnancy. In 1984, the Government set up the "Mother and Child - Protection of Unborn Life" Foundation which is meant to provide assistance to women with conflictful pregnancies and help them to carry the pregnancy to term. In 1989, the Foundation received DM 130 million from the Federal budget. To date, 200,000 women have received assistance consistent with their individual needs.

Re Article 13: Equality of women and men in economic and social life

No additions to the Report (No. 160)

...

Re Article 14: Equality in rural areas

In addition to the information presented in the Report (Nos. 161 - 171), it should be noted that several research projects are currently being conducted by the Federal Government on the situation of women in rural areas with a view to obtaining detailed data on the women's policy measures which are necessary. With the support of the Federal Ministry for Food, Agriculture and Forestry, the German Rural Women's Association conducted a study on the "living and working situation of female farmers and farmer's wives". This study is expected to bring new insights into the special situation prevailing on farms, including non-agricultural activities, the schooling and occupational training of rural women, their family situation, social security and their involvement in public life. This study is being supplemented by an investigation commissioned by the Federal Ministry for Youth, Family Affairs, Women and Health on women who live in rural areas but do not work in agriculture itself. Within the framework of another of the Federal Government's pilot programmes entitled "Re-insertion of women into working life after the child-raising period" (see above, comment on Article 11) special attention is being accorded to women in rural areas.

Re Articles 15 and 16:

No additional comments (see Report, Nos. 172 - 196).

Annex I - Tables and Statistics

Tab. 1: Population
Tab. 2: Women in public life
Tab. 3: Women in gainful employment
Tab. 4: Women in education

Annex II - Overview of measures taken to achieve equal rights

1. Laws (since 1944)
2. Other measures and major events (since 1949)
3. Measures taken by the equal-rights offices of the Laender
4. Women's policy publications (research reports, information material, etc.)

Annex I - Tables and Statistics

Table 1: Population of the Federal Republic of Germany

1.1 Age structure (1987)

Age group	female		male	
	absolut total	proportion of the overall population	absolut total	proportion of the overall population
0 - 18 y.	5.5 M	- 9.0 %	5.8 M	- 9,5 %
18 - 45 y.	11.9 M	- 19.6 %	12.5 M	- 20.5 %
45 - 60 y.	6.2 M	- 10.1 %	6.3 M	- 10.5 %
60 - 65 y.	8.1 M	- 13.2 %	4.5 M	- 7.5 %
over 65 y.	6.1 M	- 10.1 %	3.2 M	- 5.2%

1.2 Marital status of the female population

	number of women	proportion of the female population
unmarried	10.9 M	34.4 %
married	14.8 M	46.6 %
widowed	4.6 M	14.6 %
divorced	1.4 M	4.4 %
Total	31.8 M	100 %

1.3 Number of children per family (1988)

(Children under 18 years)

	married couples		single parents	
total	6 M	= 100 %	952.000	= 100 %
with				
1 child	3.1 M	= 51.4 %	694,000	= 72.9 %
2 children	2.2 M	= 36.7 %	207,000	= 21.7 %
3 children	0.55 M	= 9.3 %	39,000	= 4.1 %
4 children or more	0.14 M	= 2.3 %	11,000	= 1.9 %

Table 2: Women in public life

2.1 Proportion of female delegates in the Federal and Laender Parliaments (in %)

	1946/52	1980/85	1988/89
German Bundestag	6.8	8.5	15.6
Baden-Wuerttemberg	4.5	6.3	9.6
Bavaria	1.8	7.8	13.7
Berlin	23.8	9.2	27.2
Bremen	9.5	17.0	27.0
Hamburg	6.1	14.8	29.1
Hessen	6.3	12.1	18.7
North Rhine Westphalia	5.4	6.5	11.5
Lower Saxony	7.4	7.0	12.4
Rhineland Palatinate	5.4	12.0	15.0
Saarland	2.0	7.8	9.8
Schleswig-Holstein	9.4	12.1	24.3

2.2 Women in the political parties

	Total membership	Proportion of women (in %)		
	1988	1976	1982/83	1988
SPD	910,000	19.9	23.4	25.6
CDU	715,600	18.5	21.4	22.5
CSU	184,00	11.1	13.5	14.2
F.D.P.	65,000	19.1	24.5	24.0
GREENS	41,000	-	35.5	37.5

2.3 Proportion of women in the Parties'Federal Executives in %

	1985	1988/89
GREENS	30.0	54.4
SPD	17.5	35.0
F.D.P.	10.8	21.2
CDU	15.8	20.0
CSU	6.8	9.7

2.4 Women in Trade Unions

Members	1976	1980	1988
German Trade Union Federation (DGB) with 17 member trade unions			
total	7,400,021	7,882,527	7,797,077
women	1,353,958	1,596,274	1,826,649
women (%)	18.3	20.3	23.4
women in executive	1	1	2 (out 9)
German Union of Salaried Employees (DAG)			
total	473,463	494,874	496,832
women	167,132	188,604	219,038
women (%)	35.3	38.1	44.1
women executive	1 (out 9)	1 (out 9)	1
German Civil Servants' Federation (DBB)			
total	803,747	821,012	786,948
women	188,915	201,128	206,753
women (%)	23.5	24.5	26.3
women in executive	0	0	0
Christian Trade Union Federation (CGB)		(1982)	
total		295,243	306,847
women		75,208	76,216
women (%)		25.5	24.8
women in executive		2	1
total			9,387,704
women			2,328,656
women (%)			24.8

Table 3: Women in working life

3.1 Number and proportion of gainfully employed women - 1980-1988

Year	Total in 1000	Women in 1000	Men in 1000	Female proportion in %
1980	26,328	9,829	16,499	37.3
1981	26,144	9,818	16,326	37.6
1982	25,709	9,723	15,986	37.8
1983	25,331	9,595	15,736	37.9
1984	25,358	9,656	15,702	38.1
1985	25,540	9,751	15,789	38.2
1986	25,796	9,911	15,885	38.4
1987	25,987	10,056	15,931	38.7
1988	26,137	10,156	15,981	38.9

3.2 Women in the individual economic sectors

	1973		1982		1987	
	expressed in 1000	Proportion	expressed in 1000	Proportion	expressed in 1000	Proportion
Agriculture	1,012	54.4 %	651	47.0 %	525	43.3 %
Production	2,082	21.5 %	1,690	19.6 %	1,635	19.7 %
Technical Professions	142	10.2 %	169	10.9 %	194	12.1 %
Services	6,476	48.0 %	7,539	50.8 %	7,900	51.9 %

Table 3.3:

3.3 Distribution of gainfully employed women by occupational groups (March 1987)

Occupational groups	Distribution by ccupational groups (%)	Proportion of women per occupational group (%)
Secretarial Staff	23.4	67.3
including skilled office staff	18.7	63.0
Shop assistants	12.4	62.2
Public health services; (excluding physicians and pharmacists)	8.4	85.7
but including nurses, midwives and birth attendants	3.9	82.9
Cleaners	4.7	84.3
Agriculture (animal keepers)	3.4	77.0
Bookkeeping, data-processing	3.5	56.6
Teachers	3.4	48.2
Welfare Sercices/Caring professions	3.0	79.0
Bank and insurance employees	2.7	43.5
Stewards and hostesses	2.4	62.4
Interim total	67.3	66.3
Other occupational groups	32.7	21.0
Total number of women	100.0	38.9

3.4 Comparison between female and male income

Average gross weekly wages of workers in industry (excluding part-time workers)

Year	Men	Women	Relationship of male to female income (%)
	DM	DM	
1960	134	80	59.7
1970	293	182	62.1
1978	528	363	68.7
1980	596	408	68.5
1982	642	444	69.2
1984	684	477	69.7
1985	705	494	70.1
1986	729	513	70.4
1987	753	531	70.5
1988	783	551	70.4

Average gross monthly income of salaried staff in trade and industry (excluding part-time employees)

Year	Men	Women	Relationship of male to female income (%)
	DM	DM	
1960	723	404	55.9
1970	1531	917	60.0
1978	2986	1926	64.5
1980	3421	2202	64.4
1982	3777	2447	64.8
1984	3996	2554	63.9
1985	4158	2648	63.7
1986	4322	2764	64.0
1987	4485	2875	64.1
1988	4654	2989	64.2

3.5 Trends in female unemployment - yearly average

Yearly average	unemployed women	Proportion of unemployed women (%)	Unemployment level women (%)	Total unemployment level (%)
1970	55,947	37.5	0.8	0.7
1980	462,483	52.0	5.2	3.8
1981	619,369	48.7	6.9	5.5
1982	812,154	44.3	8.6	7.5
1983	985,120	43.6	10.1	9.1
1984	988,906	43.6	10.2	9.1
1985	1.014,959	44.1	10.4	9.3
1986	1.028,013	46.1	10.5	9.0
1987	1.021,358	45.8	10.2	8.9
1988	1.042,783	46.5	10.0	8.7

Table 4: Education

4.1 Proportion of female pupils at schools providing general education (in %)

	1970	1980	1987
Primary schools (classes 1 - 4)	48.9	48.7	49.2
Secondary general schools (classes 5 - 9 or 10)	49.2	46.4	45.5
Grammar schools			
classes 5 - 10	44.7	50.4	50.8
classes 11 - 13	41.4	49.2	49.8
Evening institutes for secondary and further education	24.7	50.7	52.6

Table 4.2 Proportion of female students at universities (in %)

	1972	1980	1987
Universities	32.6	38.3	40.9
Art academies	40.1	46.3	49.8
Technical Universities	17.7	29.5	30.1
Total	30.2	36.7	38.0

Table 4.3 The 20 training occupations with the highest ratio of female trainees (1987)

1.	Hairdresser	34.4 %	
2.	Office Executive		
3.	Shop assistant		
4.	Shop assistant in the food sector		
5.	Executive in industry		
6.	Doctor's assistant	54.9 %	
7.	Retail trade assistant		
8.	Dentist's assistant		
9.	Bank executive		
10.	Executive in wholesale and import / export trade		74.8 %
11.	Office assistant		
12.	Tax-consultant's clerk		
13.	Qualified hotel employee		
14.	Executive		
15.	Housekeeper		
16.	Administration employee		
17.	Lawyer's clerk		
18.	Lawyer's and norary's clerk		
19.	Florist		
20.	Engineering draughtswoman		

Table 4.4 The 10 training occupations with the highest ratio of male trainees (1987)

Ranking male	Training occupation	Total 1-5 % of all training occupations	Total 1-10	Proportion of woman among the trainees in the individual occupations
1	Car mechanic	22.7 %		1.0
2	Electrician			0.9
3	Machine fitter			1.4
4	Painter, varnisher			7.7
5	Jointer			8.5
6	Clerk/executive in wholesale and import/export trade		36.0 %	43.9
7	Plumber			1.0
8	Bank clerk/ executive			51.6
9	Clerk/executive in industry			62.7
10	Baker			14.6

Only 14.5 % of all female trainees are trained in the 10 professions mentioned above.

Annex II - Overview of measures taken to achieve equal rights

1. Acts aiming at the attainment of equal rights

1949 — The Basic Law of the Federal Republic of Germany

Art. 3 (2): Men and women shall have equal rights.

Art. 117 (1): Laws which are inconsistent with Art. 3 (2) shall be adapted accordingly.

1952 — Act on the Protection of gainfully employed Mothers (Maternity Protection Act)

1957 — Regulation on Maternity Protection for Female Civil Servants

1958 — Act on the Equality between Men and Women under Civil Law

- The right of the husband to take the final decision in all matrimonial affairs is deleted without substitution. Where, however, parents fail to come to an agreement in matters concerning a child, the father retains the casting vote.

- The right of the husband to terminate his wife's employment without notice is repealed. Nevertheless, a wife may still only be gainfully employed where this activity can be reconciled with her household and family chores.

- The property increment system becomes the statutory system of marital property.

...

Thus, in the event of divorce, non-working wives are also entitled to claim half of the property accrued during marriage.

- In 1953, the Federal Constitutional Court had ruled that it was in contravention of Article 3 of the Basic Law for fathers to have the casting vote and thus repealed this right.

1961 Act to amend Family Law

- Improvement in the legal status of a wife if her husband applied for a divorce because the marriage has failed.

- Improvement in the legal status of unmarried mothers: upon application, a mother of full age may obtain parental authority over the child from the Guardianship Court.

- Fathers are legally required to pay maintenance for a child up to the completion of 18 years of age (previously up to 16 years of age).

1962 The Federal Social Assistance Act

Creates a legal claim in special circumstances to

- preventive health care
- assistance for expectant mothers
- assistance in obtaining care
- assistance in connection with the continued maintenance of the household
- assistance to persons at risk.

...

1964 Introduction of compensation for damage suffered by widows within the framework of provisions for war victims.

Special provisions for seriously injured housewives within the framework of industrial damage compensation; special provision for injured housewives for purposes of income equalization.

1968 Law to amend the Maternity Protection Act

The protective period prior to childbirth is fixed at six weeks and the period after childbirth is raised from six to eight weeks.

1970 Act on the legal Status of illegitimate Children

- Mothers exercise full parental authority from the birth of a child onwards.
- The child's claim to maintenance from his father is improved.
- The claim to maintenance no longer ends at the age of 18 but on completion of an appropriate vocational training.
- For inheritance purposes, the child enjoys the same legal status as a legitimate child.
- The child receives the surname which the mother carries at the time of birth.

...

1970 Act to amend the Reich and Nationality Act

Under this law, both the husbands and wives of German nationals can apply for German nationality on an equal basis.

1972 Pension Reform Law

- Women who are not gainfully employed are given an opportunity to enter the pension insurance scheme.

- Introduction of a flexible pensionable age.

- Computation of pension in accordance with minimum income.

- Facilitation of the preconditions for the granting of pensions to the widows of divorced persons.

1974 Law to improve Benefits under the statutory Sickness Insurance Scheme

- Gainfully employed parents subject to obligatory social insurance become entitled to 5 working days leave per child every year to look after a sick child under 8 years of age; in the case of loss of earnings, they are entitled to a sickness benefit;

- they are also entitled to a domestic help for the duration of their stay in hospital or at a health resort if a child under 8 years of age or a handicapped child in the family cannot be looked after elsewhere.

...

1974 Fifth Act to amend the Penal Code

This Act provides impunity for abortions effected during the first 12 weeks of pregnancy.

In 1975, this Amending Act was rescinded by the Federal Constitutional Court.

1976 Fifteenth Act to amend the Penal Code

Under this Act, an abortion is in principle punishable. It is not punishable only where the pregnant woman gives her consent and grounds for one of the following exist:

- medical indication
- eugenic indication
- criminological indication
- social indication.

1977 Act to reform the Marriage and Family Law

- The German Civil Code discarded the guiding principle of housewife-marriage and refrained from constructing models for married life.

- On marriage, the couple may adopt the wife's maiden name as the family name if they so wish.

- As regards the Law of divorce, the principle of guilt was substituted by the principle of broken marriage.

...

- Nor do the consequences of a divorce, e.g. maintenance and custody of the children depend on the guilt principle.

- Statutory equalization of pensions upon dissolution of marriage which aims to provide social security for non-employed wives and mothers.

1979 Maternity Leave Act

Working mothers become entitled to four months maternity leave in addition to the previous protective period and to a payment in lieu of wages. Furthermore, they are now protected against dismissal at work.

1980 Revision of the Law on Parental Care

A new legal basis is created to regulate the relationship between parents and children. It grants children sufficient protection while at the same time respecting the family's responsibility for itself and the parental rights safeguarded by the Constitution.

1980 Act on advanced Maintenance Payments

Safeguarding of maintenance for children under six years of age who live with single parents.

1980 Act on Equality between Men and Women at Work

The EEC Directive was incorporated into German Law:

...

- The prohibition of discrimination on the basis of sex, in the establishment and termination of a relationship of employment, is incorporated into the German Civil Code along with the right equal remuneration.

- Requirement to advertise vacancies for work on a non-gender basis.

- Onus of proof rests with the employer if a female employee adduces credible facts suggesting discrimination because of her gender.

1984 Waiting Periods for Old-Age Pensions

Waiting periods are reduced from 15 to 5 years.

1984 Establishment of the "Mother and Child - Protection of Unborn Life" Foundation

The Federal Government set up the "Mother and Child" foundation to help mothers-to-be in precarious social situations. An annual amount of DM 50 million (DM 130 million in 1989) is earmarked for this purpose.

1985 The 1985 Tax Clearance Act

Selective tax reliefs for single parents:

- Child-care expenses of up to DM 4,000 can be deducted as extraordinary burden for the first child and up to DM 2,000 for any further child.

...

- A lump sum of DM 480 per child can be deducted without furnishing proof.

1985 Recruitment Promotion Act

- This Act provides easier access to re-training and further training for women who left work to care for their children.

- Under labour law, part-time work now enjoys the same protection as full-time work.

- "Work on call" and job-sharing are regulated in a socially tolerable manner.

1986 Act on Survivors and Recognition of Child-raising Periods

A one-year period of child-raising is recognised for the purpose of pension entitlement or increase.

1986 Federal Child-raising Allowance Act

- Mothers and fathers who take care of their children themselves receive a child-raising allowance of DM 600,-- per month for a total of 10 months (from 1988 for 1 year) even if they were not gainfully employed before the birth of the child in question.

- Child-raising leave can be rightly claimed where both partners are gainfully employed. Spouses can take turns once during this period.

...

- As a rule, gainfully employed persons may not be dismissed while on child-raising leave.

1986 7th Amending Bill of the Employment Promotion Act

- Promotion of further training and retraining for non-contributors was re-introduced in part.

- Facilitation of part-time education measures.

1987 Victims' Protection Act

Under this Act, victims of criminal offences, especially sexual offences, have a better legal position in criminal proceedings against the accused.

1987 Child-raising Benefit Act

Mothers born before 1921 are now also entitled to receive child raising benefits.

1989 Amendment of the Federal Child-raising Allowance Act

The period of entitlement to child-raising allowance and child-raising leave is extended from 12 to 15 months (as of 1 July 1990, from 15 to 18 months).

...

1989 Amendment of the Employment Promotion Act

Employees who resume gainful employment after the child-raising period are named as a special target group for training grants.

1989 Act on the Structural Reform of the Public Health System

Women who are insured with the statutory health insurances as part of the family benefits, receive an independent status as insured persons.

2. Other measures and events of importance for women's policy

1950	A division for "Constitutional Matters affecting Women" was established at the Federal Ministry of the Interior.
April 1953	Pursuant to Article 117 (1) of the Basic Law, any law which conflicts with the principle of equal rights for men and women laid down in the Constitution is revoked.
November 1961	Elisabeth Schwarzhaupt was the first woman to become Federal Minister.
September 1966	"The Federal Government's Report on the Situation of Women in Working Life, the Family and Society".
July 1971	Recommendations from the Federal Chancellor to the Federal Ministries on the employment of women in the civil service and in particular on increasing the recruitment of female civil servants and women at the higher and higher intermediate levels of the civil service.
December 1972	Annemarie Renger was the first woman to become President of the German Bundestag.
December 1972	The Federal Ministry for Youth, Family Affairs and Health was given competence for women's policies and thereupon set up the corresponding division "Policy for Women".

...

November 1973	With votes from all parliamentary parties, the German Bundestag set up a Commission of Inquiry on "Women and Society".
December 1976	Interim report presented by the German Bundestag's Commission of Inquiry on "Women and Society".
May 1979	The Commission of experts presented its report "On Social Security for Women and Surviving Dependants".
July 1979	Directorate on Women's Affairs at the Federal Ministry for Youth, Family Affairs, and Health commenced its activities.
July 1980	At the World Conference of the United Nations Decade of Women, the Federal Government signed the Convention on the Elimination of all Forms of Discrimination against Women of 18 December 1979.
August 1980	Final Report of the Commission of Inquiry on "Women and Society". The Commission submitted recommendations on ending discrimination against women and girls in vocational training and on the labour market. It also put forward recommendations on creating the prerequisites for giving men and women freedom in allocating tasks in the family, society and working life. It also presented proposals on implementing equal rights. Many of the more than 100 of the Commission's recommendations have already been implemented (BT-Drs. 8/4461).

...

January 1982	Hearing of experts from the field of Law, women's associations, parties to collective wage agreements, the political parties, the independent women's movement, the Humanist Union, the churches and other social forces on the topic "Can the situation of women be improved by an antidiscrimination Act?"
from 1983	Under the statutory pension insurance system, the tables for assessing the first five years of gainful employment when these end after 31 December 1963 have been uniformly fixed at 90 % of the average earnings of men and women alike. In the past, men were accorded a higher percentage.
March 1983	Report by the Federal Government on its experience with that part of the Act to harmonize Labour Legislation in the European Community which deals with equality between men and women at work, and also on the question of the possible discrimination against women outside of working life (BT-Drs. 10/14).
August 1983	Report by the Federal Government on the question as to whether the basis can be created under federal legislation for financing homes for battered wives (1st Report on Homes for Battered Wives; BT-Drs. 10/291).
January 1984	Special congress in Bonn organised by the Federal Ministry for Youth, Family Affairs and Health on "Violence against Women".
February 1984	Publication of the Sixth Youth Report on "Improving Equality of Opportunity for Girls in the Federal Republic of Germany" (BT-Drs. 10/1007).

March 1984 — European Conference in Bonn organized by the Federal Ministry for Youth, Family Affairs and Health and the Commission of the European Communities on the "Sharing of Family and Occupational Responsibilities".

May 1985 — The Act on the adoption of the UN Convention of 18 December 1979 on the Elimination of all Forms of Discrimination against Women entered into force.

July 1985 — World Women's Conference in Nairobi. The German Delegation included not only the representatives of the Federal Government, but also delegates from the National Council of German Women's Organisations, both sides of industry and the Churches.

June 1986 — Restructuring of the Federal Ministry for Youth, Family Affairs and Health into the Federal Ministry for Youth, Family Affairs, Women and Health. The administrative handling of women's issues, including the legislative authority, was transferred to this Ministry.

July 1987 — Amendment of the Federal Government's Rules of Procedure. The Federal Ministry for Youth, Family Affairs, Women and Health was granted the following new co-determination rights:

- the right to initiate bills
- the right to speak
- the right to request an adjournment.

...

October 1987	Hearing of the Federal Ministry for Youth, Family Affairs, Women and Health and the Commissioner of the Federal Government for the integration of foreign workers and their families on the "Situation of Foreign Women and Girls from Countries of Recruitment" in Bonn.
November 1987	Special Congress in Bonn organized by the Federal Ministry for Youth, Family Affairs, Women and Health on "The Advancement of Women in Enterprises in the Federal Republic of Germany". The special congress served to exchange opinions and to present concrete approaches for the advancement of women in industry.
January 1988	Report submitted by the Federal Ministry for Youth, Family Affairs, Women and Health to the Bundestag Committee for Youth, Family Affairs, Women and Health on the interest of young women in joining the Federal Forces.
March 1988	Report prepared by the Federal Republic of Germany on the UN Convention on the Elimination of all Forms of Discrimination against women.
April 1988	First informal meeting of Ministers for Women's Affairs of the Member States of the European Communities (EC) in the Federal Republic of Germany. The subjects were, inter alia: women in the top ranks of the EC, female unemployment and implementation of the 2nd EC Medium Term Action Programme 1986 to 1990.

...

May 1988	The Federal Government replied to a major interpellation from the parliamentary group of THE GREENS on "Causes, prevention and treatment of infertility. Trends and impacts of reproduction techniques and embryo research" (BT-Drs. 11/2238).
May 1988	The Federal Government replied to the major interpellation from the SPD: "On the re-entry to the labour market after child-rearing periods" (BT-Drs. 11/2369).
June 1988	Seminar held in Hanover by the Federal Ministry for Youth, Family Affairs, Women and Health in cooperation with the Commission of the European Community on "Institutional prerequisites for the realization of equal rights for men and women in Europe".
September 1988	Second report prepared by the Federal Government on the situation of Women's houses for battered women and children (BT-Drs. 11/2848).
November 1988	The Federal Government replied to the major interpellation from the female members of the German Bundestag "Human rights violations against women" (BT-Drs. 11/3250).
November 1988	The Federal Government replied to a major interpellation from the SPD on "Traffic in foreign girls and women, so-called marriage-brokerage and prostitution tourism" (BT-Drs. 11/3580).

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May 1989	The "Scientific Advisory Board on Women's Policy" was set up at the Federal Ministry for Youth, Family Affairs, Women und Health. The Advisory Board is meant to supplement the existing equal rights instruments and to act as an independent adviser to the Federal Ministry for Youth, Family Affairs, Women and Health in matters of women's research and women's policy.
June 1989	Report prepared by the Federal Government for the German Bundestag on the equal rights offices on the Federal, Laender and Community levels (Bt-Drs. 11/4893).

3. Measures of the Equal-Rights Offices at Laender level

3.1 Points of main emphasis of their work

- School, education and vocational training,
- working life and vocational advancement of women,
- compatibility of family life and profession,
- reintegration into gainful employment,
- providing social security for women,
- violence against women, refuge centres for maltreated women, sexism at the working place,
- women of foreign nationality,
- women in research and at universities, women's research
- legal terminology.

3.2 Measures and programmes in the areas of school, education and vocational training

- Analyses of schoolbooks (Bremen, Hamburg, Hesse, Lower Saxony, Saarland)
- Advanced vocational training for teachers, both women and men (Saarland, Rhineland-Palatinate)
- Study on sex education (North Rhine-Westphalia)
- Pilot projects on professional orientation for girls (North Rhine-Westphalia, Hesse, Lower Saxony, Saarland)
- Information events on the behaviour of girls in the choice of their occupation (Baden-Württemberg)
- Study on the realization of equal rights between female and male pupils and between female and male school teachers (Hesse)
- Annotated bibliographies on subjects relevant to equality of rights in the school area (Hesse)
- Touring exhibition "Girls can do more - Choice of Occupation as a Chance" (Lower Saxony)

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- Computer courses for women (Bavaria, Bremen, Hesse, Rhineland-Palatinate, Lower Saxony)
- Studies on women's demand for education (Bavaria)
- Cooperation with adult education centres and bodies responsible for political adult education (Bavaria and others)
- Promotion of non-institutional women's education projects (Hesse)

Working life, vocational advancement of women

- Development and extension of the offers for further training (Baden-Württemberg, Bremen, Hamburg, Hesse, Lower Saxony, Rhineland-Palatinate)
- Qualification of skilled and unskilled female workers (Baden-Württemberg)
- Town district project on the behaviour of women with a low level of education and of women in difficult life situations with respect to further education (Baden-Württemberg)
- Legislative initiatives on the advancement of women (Hamburg, Hesse, North Rhine-Westphalia, Saarland, Schleswig-Holstein)
- Introduction of promotion programmes for women in public enterprises (Hamburg)
- Instructions for putting promotion programmes for women into practice (Baden-Württemberg, Hesse)
- Working group of the personnel managers and the commissioners for women's affairs from the Bavarian ministries to increase women's chances of employment and career in civil service (Bavaria)
- Booklets and auxiliary programmes for women founding their own business (Baden-Württemberg, Berlin (West), Hamburg, Hesse)

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Compatibility of family life and profession

- Efforts to provide qualified part-time jobs (Baden-Württemberg, Bavaria, Berlin (West), Hesse)
- Further education projects "Women between profession and family life" (Hesse, Lower Saxony)
- Ministerial working group "Family life and working world" as well as the conference on "Family life and working world" (Baden-Württemberg)
- Improvement of all-day care facilities for children (North Rhine-Westphalia and other Laender)
- Pilot project on the splitting of managerial functions in the field of nursing (Hamburg)

Reintegration into gainful employment

- Pilot programme on the reintegration of women into professional life (counselling, qualification, employment) (all Laender participate, in cooperation with the Federal Ministry for Youth, Family Affairs, Women and Health)
- Different programmes and kinds of support for reintegration, contact with the profession (several Laender)
- Regional agencies "Women and Profession" in the coal and steel regions (North Rhine-Westphalia)

Violence against women

- Studies on and campaigns against sexual harassment at the place of work (Bremen, Hamburg, Saarland)
- Public campaign "Violence against Women" (Hesse)
- Refuge centres for maltreated women (all Laender)
- Women's information centres (contact and counselling agencies for women from the Third World) (Baden-Württemberg, Bavaria)

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- Pilot project "Refuge centre for girls", events and booklets on sexually abused girls (Hesse), counselling centres for sexually abused girls (Berlin (West) in cooperation with the Federal Ministry for Youth, Family Affairs, Women and Health)

Legal terminology

- Initiatives and comments in connection with actual laws and/or bills (North Rhine-Westphalia, Schleswig-Holstein), cooperation in the committee for the formal control of legal standards (Bavaria)
- Land law on the promotion of equal rights for women in legal and administrative terminology (Lower Saxony)

Other measures

- Competitions, e.g. "Women-oriented enterprise" (North Rhine-Westphalia), "Women-oriented community" (Saarland), "Women's photographic competition" (Rhineland-Palatinate)
- Events related to "Women in Research and at Universities", promotion of women at universities and in research, support of women's research projects (several Laender)
- Exhibitions on topics related to women (several Laender)
- Presentation of awards (e.g. Elisabeth-Selbert-Award in Hesse)
- Orientation courses for "Women nearing or in their sixties" (Lower Saxony)
- Projects for girls in extracurricular youth work (Bremen, Hesse, Rhineland-Palatinate, Saarland)
- Traffic concept for women (North Rhine-Westphalia)
- Women in rural regions (several Laender)
- Studies on the situation of women of foreign nationality (Hesse and other Laender)

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- Study on women in cultural professions (Berlin (West))

This list is by no means exhaustive. A more detailed insight into the activities of the equal-rights offices at Laender level can be gained from their progress reports, women's reports and other publications.

4. PUBLICATIONS ON WOMEN'S ISSUES

4.1 SERIES OF PUBLICATIONS BY THE FEDERAL MINISTRY FOR YOUTH, FAMILY AFFAIRS, WOMEN AND HEALTH

Results of research assignments, studies or papers which have been worked out on behalf of the Federal Ministry for Youth, Family Affairs, Women and Health.

Volume No.:		
34	Die Darstellung der Frau und die Behandlung von Frauenfragen im Fernsehen (vergriffen) The delineation of women and the treatment of women's issues in television	Erich Küchenhoff u.a.
42	Bildungs- und Weiterbildungsbereitschaft von Frauen bis zu 45 Jahren The willingness among women of up to 45 years of age to undertake further education and training	S.u. K.H. Dirkershoff
55	Teilzeitarbeit bei Beamtinnen Part-time work by female civil servants	Epping/Meuter
59	Der Elternführerschein A driving licence for parents	Burkhardt/Unterseher (Infas)
61	Modellseminare für Eltern mit Kindern Model seminars for children accompanied by their parents	Schönhals/ Abrahamsohn

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87	Modellversuch Wiedereingliederung von arbeitslosen/berufslosen Frauen Trial programme for the reintegration of unemployed/unqualified women	M. Andresen u.a.
90	Anlaufstelle für straffällig gewordene Frauen Contact office for women who have become delinquent	Einselle/Maelicke
92/1	Materialien zum Bericht der Kommission zur Auswertung der Erfahrungen mit dem reformierten § 218 StGB, 1. Teilband Materials for the Commission's Report on the evaluation of the experience gathered with the amended Article 218 of the Penal Code, 1st partial volume	Schmidt-Elmendorff u.a.
92/2	Dto. 2. Teilband Ditto. Second part	U. Stößel u.a.
92/3	Dto. 3. Teilband Ditto. Third part	in Vorbereitung
100	Lohngleichheit - zur Rechtsprechung bei geschlechtsspezifischer Entgeltdiskriminierung Equal pay - on judicial decisions regarding discrimination pursuant to gender	Pfarr/Bertelsmann
122	Beratung bei Schwangerschaftskonflikten Guidance in pregnancy conflicts	Jungermann
123	Schwangerschaftsabbruch - Gründe, Legitimation, Alternativen Pregnancy termination - reasons, legitimations, alternatives	Dr. Oeter
124	Hilfen für mißhandelte Frauen Help for maltreated women	C. Hagemann-White u.a.

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127	Abschlußbericht der wissenschaftlichen Begleitung "Modellprogramm Beratungsstellen zur Reform des § 218 StGB" Final report by the researchers studying the model programme on guidance centres for the amendment of Article 218 of the Penal Code	G. Knöferl u.a.
133	Gutachten zur Frage der Diskriminierung der Frau im Recht der Eltern-Kind-Beziehungen Opinion on the question of discrimination against women in the law on parents-child-relations	Zenz/Salgo
135	Abschlußbericht zur Untersuchung "Familienfreundliche Gestaltung des Arbeitslebens" Final report on the survey about a pro-family organization of working life	Born/Vollmer
141	Abschlußbericht zum Mainzer Modell "Notruf und Beratung für vergewaltigte Frauen" Final report on the Mainz Model on distress signals and guidance for raped women	Teubner u.a.
143	Familie und Arbeitswelt Family life and working world	Wissenschaftlicher Beirat für Familienfragen
147	Selbsthilfegruppen älterer Frauen Self-help groups of elderly women	Rosenberg/ Schönhals
180	Wissenschaftliche Begleituntersuchung zu Frauenförderungsmaßnahmen Scientific study on women's promotion measures	Krebsbach-Gnath/ Schmid-Jörg
184	Zwischen Familie und Beruf Between family and profession	A. Hellmich

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187	Junge Frauen im Verkaufsberuf - Sozialisation, Arbeits- und Lebensperspektiven Young women in sales professions - socialization, working and life prospects	Goldmann/Müller
194/1	Zur Situation der Frauen von Inhaftierten. Teilband 1: Zum Stand der Forschung, Forschungsverlauf und Ergebnisse der sozialen Lage The situation of prisoner's wives. Volume 1: State of research and results	Busch/Fülbier/Meyer
194/2	Zur Situation der Frauen von Inhaftierten. Teilband 2: Psychische und soziale Folgen der Inhaftierung auf die Familie The situation of prisoner's wives. Volume 2: Psychological and social impacts of the imprisonment on the family	Busch/Fülbier/Meyer
194/3	Zur Situation der Frauen von Inhaftierten. Teilband 3: Analyse und Hilfeplanung The situation of prisoner's wives. Volume 3: Analysis and planned support	Busch/Fülbier/Meyer
196	Stadtteilarbeit mit ausländischen Frauen und Mädchen Town district work with women and girls of foreign nationality	Baymak-Schuldt/ Grundmann
197	Berufsbezogene Bildungsangebote für Frauen nach der Familienphase Vocational education offers for women after their family phase	Institut Frau und Gesellschaft
198	Frauenhaus im ländlichen Raum Refuge centres for maltreated women in rural regions	Bergdoll/Namgalies-Treichler
199	Soziale Lage von Verwitweten Social situation of widows	Vaskovics/Buba

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210	Alternative "Männerberuf"? Beschäftigungschancen und Rückkehrperspektiven für Frauen Men's professions as an alternative? Employment prospects and chances to return to work for women	Backes/Lucke
212	Gewalt gegen Frauen: Ursachen und Interventionsmöglichkeiten Violence against women: causes and possibilities of intervention	Neubauer/Steinbrecher/Drescher-Aldenhoff
213	Verbesserung der Wohnsituation von mißhandelten Frauen und ihren Kindern nach dem Verlassen des Frauenhauses Improvement of the housing situation of maltreated women and their children after having left the refuge centre for maltreated women	Terlinden/Dörhöfer
215	Berufliche Qualifizierung von Frauen zur Verbesserung ihrer Berufschancen bei der Einführung neuer Technologien Vocational qualification of women to improve their career prospects when introducing new technologies	Gärtner/Krebsbach-Gnath
219	Alleinerziehende Mütter und Väter - eine Analyse der Gesamtsituation Single mothers and fathers - an analysis of their total situation	Neubauer
235	Geschlechtsrollen im Wandel - Partnerschaft und Aufgabenverteilung in der Familie Change in the sex-stereotyped role allocation - partnership and duties in the family	Hartenstein/Bergmann-Gries/Burkhardt/Rudat
240	Weibliche Angestellte im Zentrum beruflicher Innovationen Female employees in the centre of professional innovations	Gottschall/Jacobsen/Schütte
243	Erziehungsgeld, Erziehungsurlaub und Anrechnung von Erziehungszeiten in der Rentenversicherung Child raising allowance, child raising leave and counting of child raising periods towards old-age pension	Wissenschaftlicher Beirat für Familienfragen beim Bundesministerium für Jugend, Familie, Frauen und Gesundheit

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4.2 MATERIALS OF THE FEDERAL MINISTRY FOR YOUTH, FAMILY AFFAIRS, WOMEN AND HEALTH ON WOMEN'S POLICY

- "Motive junger Nichtwählerinnen"
  Eine Untersuchung des Instituts für Demoskopie Allensbach
  Materialien zur Frauenpolitik 1/1989

  "Motives of young women not going to the polls"
  A study of the public opinion research institute in Allensbach
  Materials on women's policy 1/1989

- EDV - Ausbildung für Frauen von Frauen
  Multifunktionale Bürokommunikation
  Zwischenbericht zum Modellprojekt des Deutschen Frauenring e.V.
  Materialien zur Frauenpolitik 2/1989

  EDP - Education for women provided by women
  Multifunctional Office Communication
  Interim report on the pilot project of the Deutscher Frauenring e.V.
  Materials on women's policy 2/1989

- Regelungen und Förderprogramme zur Teilzeitarbeit in den Ländern Schweden, Norwegen, Großbritannien, Frankreich, Niederlande, Belgien und Österreich
  Untersuchung des Wissenschaftszentrums Berlin (West)
  Materialien zur Frauenpolitik 3/1989

  Regulations and promotional programmes on part-time work in Sweden, Norway, Great Britain, France, Netherlands, Belgium and Austria
  Study of the Science Centre Berlin (West)
  Materials on women's policy 3/1989

- Bestands- und Entwicklungsdaten zur Struktur des Arbeitsmarktes unter besonderer Berücksichtigung von Frauenarbeitsplätzen
  Eine Untersuchung des Deutschen Instituts für Wirtschaftsforschung, Berlin (West)
  Materialien zur Frauenpolitik 4/1989

  Actual data and trends regarding the structure of the labour market with particular consideration for women's jobs
  A study of the German Institute for Economic Research, Berlin (West)
  Materials on women's policy 4/1989

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4.3 FURTHER PUBLICATIONS OF THE FEDERAL MINISTRY FOR YOUTH, FAMILY AFFAIRS, WOMEN AND HEALTH ON ISSUES OF WOMEN'S POLICY

- 70 Jahre Frauenwahlrecht

  70 years women's suffrage

- Politik für Landfrauen und ihre Familien

  Policy for women working in agriculture and their families

- Mutterschutzgesetz - Leitfaden zum Mutterschutz

  Maternity protection act - Guide to maternity protection

- Das Leben vor der Geburt

  Life before birth

- Erziehungsgeld - Erziehungsurlaub

  Child raising allowance - Child raising leave

- Kindergeld

  Family allowance

- Gemeinsam leben ohne Trauschein

  Living together without marriage certificate

- Unsere Kinder

  Our children

- Wenn die Kinder aus dem Gröbsten raus sind .... Hilfen zur Wiedereingliederung von Frauen nach der Familienphase

  When the children can fend for themselves .... Reintegration help for women after their family phase

- Leitfaden zur Frauenförderung in Betrieben. Die Durchsetzung der Gleichberechtigung als Chance für die Personalpolitik

  Guide to women's promotion in companies. The implementation of equal rights for women and men as a chance for personnel policy

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- Frauenförderung in Unternehmen der Bundesrepublik Deutschland. Die Durchsetzung der Gleichberechtigung als Chance für die Personalpolitik. Konferenzbericht

  Women's promotion in enterprises in the Federal Republic of Germany. The implementation of equal rights for women and men as a chance for personnel policy. Conference report

- Treffpunkt 32: AIDS geht auch Frauen an

  "Treffpunkt 32": AIDS also concerns women (Information magazine)

- Treffpunkt 33: Computer sind längst Frauensache

  "Treffpunkt 33": Computers have been women's business for a long time (Information magazine)

- Mädchen im Bilderbuch

  Girls in picture books

- Informationsbörsen für Frauen. Leitfaden zur Planung und Durchführung

  Information centres for women. Guide to planning and implementation

- Weltfrauenkonferenz vom 15. Juli 1985 bis 27. Juli 1985 in Nairobi, Kenia. Abschlußdokument "Zukunftstrategien von Nairobi zur Förderung der Frau"

  World Conference of the United Nations Decade for Women from 15 July 1985 to 27 July 1985 in Nairobi, Kenya. Final document "Forward-looking strategies for the advancement of women"

- Dokumentation zur Anhörung "Zur Situation ausländischer Frauen und Mädchen aus den Anwerbestaaten"

  Documentation on the hearing "On the situation of women and girls of foreign nationality from the countries of recruitment"

- Bericht der Bundesregierung über Erfahrungen mit dem die Gleichbehandlung von Männern und Frauen am Arbeitsplatz betreffenden Teil des Arbeitsrechtlichen EG-Anpassungsgesetzes und zu der Frage eventueller Benachteiligungen von Frauen außerhalb des Bereiches des Arbeitslebens (BT-Drs. 10/14)

  Report of the Federal Government on the Experiences gained in the equal treatment of women and men at their working places pursuant to the Act to harmonize labour legislation in the EC as well as on discriminations against women outside the sphere of work

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- Ursachen, Prävention und Behandlung der Unfruchtbarkeit, Entwicklung und Auswirkung von Fortpflanzungstechniken und Embryonenforschung (BT-Drs. 11/2238)

  Causes, prevention and treatment of infertility, development and effects of procreative medicine and embryo research

- Zu den Problemen der beruflichen Eingliederung nach Zeiten der Kindererziehung (BT-Drs. 11/2369)

  On the problems of professional reintegration after child raising periods

- Zweiter Bericht der Bundesregierung über die Lage der Frauenhäuser für mißhandelte Frauen und Kinder (BT-Drs. 11/2848)

  Second report of the Federal Government on the situation of refuge centres for maltreated women and children

- Menschenrechtsverletzungen an Frauen (BT-Drs. 11/3250)

  Violations of Human Rights in respect of women

- Menschenhandel mit ausländischen Mädchen und Frauen, sogenannte Heiratsvermittlung und Prostitutionstourismus (BT-Drs. 11/3580)

  Traffic in girls and women of foreign nationality, so-called marriage brokerage and prostitution tourism

- Bericht der Bundesregierung an den Deutschen Bundestag über die Gleichstellungsstellen in Bund, Ländern und Gemeinden (BT-Drs. 11/4893)

  Report of the Federal Government to the German Bundestag regarding the equal-rights offices at Federal, Laender and community level

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4.4 PUBLICATIONS OF OTHER MINISTRIES AND AGENCIES

- Politik für Frauen
  (Hrsg.: Presse- und Informationsamt der Bundesregierung)

  Policy for women
  (Issued by the Press and Information Office of the Federal Government)

- Politik für die Familie
  (Hrsg.: Presse- und Informationsamt der Bundesregierung)

  Policy for families
  (Issued by the Press and Information Office of the Federal Government)

- Verbesserung der Situation der Frauen in den Medien (Bd. 17 der Schriftenreihe des Bundesministeriums des Innern, 1985)

  Improvement of the situation of women in the media (Series of publications of the Federal Ministry of the Interior, 1985)

- Frauen im Öffentlichen Dienst - Charakteristika beamteter Frauen (Bd. 18 der Schriftenreihe des Bundesministeriums des Innern, 1986)

  Women in Civil Service - characteristics of female civil servants (Series of publications of the Federal Ministry of the Interior, 1986)

- Frauen im Sport - gleichberechtigt? (Bd. 19 der Schriftenreihe des Bundesministeriums des Innern, 1987)

  Women in sports - equality of rights? (Series of publications of the Federal Ministry of the Interior, 1987)

- Ehe- und Familienrecht (Hrsg.: Bundesministerium der Justiz)

  Matrimonial and family law (Issued by the Federal Ministry of Justice)

- Der Umgang mit dem Leben - Fortpflanzungsmedizin und Recht
  (Hrsg.: Bundesministerium der Justiz)

  How to handle the unborn life - procreative medicine and law
  (Issued by the Federal Ministry of Justice)

- Internationales Privatrecht - die Neuregelung im Überblick
  (Hrsg.: Bundesministerium der Justiz)

  International private law - a survey on the reforms
  (Issued by the Federal Ministry of Justice)

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- Erwerbstätigkeit und Mutterschaft - Möglichkeiten und Probleme von Berufsunterbrechungen und Berufsrückkehr, Sozialforschungsstelle Dortmund (Bd. 132 der Schriftenreihe "Forschungsberichte" des Bundesministeriums für Arbeit und Sozialordnung, 1986)

  Gainful employment and maternity - possibilities and problems of interruptions of and returning to occupational activities, social research agency Dortmund (Series of publications "Research reports" of the Federal Ministry of Labour and Social Affairs, 1986)

- Auswirkungen der Informationstechnik auf die Frauenerwerbstätigkeit - insbesondere in den Büroberufen (Bd. 120 der Schriftenreihe "Beiträge zur Arbeitsmarkt- und Berufsforschung" des Instituts für Arbeitsmarkt- und Berufsforschung der Bundesanstalt für Arbeit, Nürnberg, 1988)

  Impacts of data processing on women's gainful employment - in particular in office occupations (Series of publications of the Institute of Employment Research of the Federal Institute of Labour, Nuremberg, 1988)

- Frauen in der beruflichen Rehabilitation (Bd. 177 der Schriftenreihe "Forschungsberichte" des Bundesministeriums für Arbeit und Sozialordnung)

  Women in occupational rehabilitation (Series of publications of the Federal Ministry of Labour and Social Affairs)

- Gleichbehandlung von Mann und Frau am Arbeitsplatz (Hrsg.: Bundesministerium für Arbeit und Sozialordnung)

  Employment equality of women and men (Issued by the Federal Ministry of Labour and Social Affairs)

- Rentenpolitik für Frauen (Hrsg.: Bundesministerium für Arbeit und Sozialordnung)

  Old-age pension policy for women (Issued by the Federal Ministry of Labour and Social Affairs)

- Kindererziehungsleistung (Hrsg.: Bundesministerium für Arbeit und Sozialordnung)

  Child raising benefit (Issued by the Federal Ministry of Labour and Social Affairs)

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- Frauenerwerbstätigkeit - Literatur und Forschungsprojekte, Literaturdokumentation zur Arbeitsmarkt- und Berufsforschung (Sonderheft 4 des Instituts für Arbeitsmarkt- und Berufsforschung der Bundesanstalt für Arbeit, Nürnberg, 2. Ergänzung 1987/1988)

  Women in gainful employment - Literature and research projects (Special magazine no. 4 of the Institute of Employment Research of the Federal Institute of Labour, Nuremberg)

- Frauen und ländliche Entwicklung in Afrika. Fallbeispiele aus Ghana und Togo (Bd. 32 des Bundesministeriums für wirtschaftliche Zusammenarbeit, Weltforum Verlag München, Köln, London, 1982)

  Women and rural development in Africa. Examples from Ghana and Togo (Volume 32 of the Federal Ministry for Economic Co-operation)

- Die wirksamere Einbeziehung von Frauen in Projekte der Entwicklungszusammenarbeit mit islamischen Staaten Nordafrikas (Bd. 84 des Bundesministeriums für wirtschaftliche Zusammenarbeit, Weltforum Verlag München, Köln, London, 1987)

  More effective participation of women in projects of co-operation with Islamic states of Northern Africa in development work (Volume 84 of the Federal Ministry for Economic Co-operation)

- Frauen in Forschung und Lehre (Nr. 12 der Studien zu Bildung und Wissenschaft, Schriftenreihe des Bundesministeriums für Bildung und Wissenschaft)

  Women in scientific research and university teaching (No. 12 of the studies on education and science, series of publications of the Federal Ministry of Education and Science)

- Mädchen und Berufswahl: Technik alleine macht es nicht (Nr. 37 der Studien zu Bildung und Wissenschaft, Schriftenreihe des Bundesministeriums für Bildung und Wissenschaft)

  Girls and their choice of occupation: Technology alone is not enough (No. 37 of the studies on education and science, series of publications of the Federal Ministry of Education and Science)

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- Frauen und Beruf: Zwischen Wunsch und Realität (Nr. 41 der Studien zu Bildung und Wissenschaft, Schriftenreihe des Bundesministeriums für Bildung und Wissenschaft)

  Women and occupation: Between wish and reality (No. 41 of the studies on education and science, series of publications of the Federal Ministry of Education and Science)

- Computerkultur und weiblicher Lebenszusammenhang (Nr. 49 der Studien zu Bildung und Wissenschaft, Schriftenreihe des Bundesministeriums für Bildung und Wissenschaft)

  Computer culture and women's social surroundings (No. 49 of the studies on education and science, series of publications of the Federal Ministry of Education and Science)

- Die Bedeutung von Weiterbildung für Frauen beim zweiten Berufseinstieg (Nr. 64 der Studien zu Bildung und Wissenschaft, Schriftenreihe des Bundesministeriums für Bildung und Wissenschaft)

  The importance of further training for women returning to their job (No. 64 of the studies on education and science, series of publications of the Federal Ministry of Education and Science)

- Europäische Landfrauen im sozialen Wandel. Ergebnisse empirischer Untersuchungen einer internationalen Arbeitsgruppe. Forschungsgesellschaft für Agrarpolitik und Agrarsoziologie (Hrsg.: Bundesministerium für Ernährung, Landwirtschaft und Forsten, 1983)

  European women working in agriculture in a changing society. Results of empirical studies of an international working group. Research association for agricultural policy and agricultural sociology (Issued by the Federal Ministry of Food, Agriculture and Forestry)

- Frauen in der ländlichen Gesellschaft. Dokumentation des Symposions "Kampagne für den ländlichen Raum" in St. Martin/Weinstraße (Hrsg.: Bundesministerium für Ernährung, Landwirtschaft und Forsten, 1988)

  Women in rural society. Documentation of the symposium "Campaign for the rural area" in St. Martin/Weinstraße (Issued by the Federal Ministry of Food, Agriculture and Forestry)

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- Mehrfachbeschäftigung in ländlichen Familien - Nebenerwerbslandwirtschaft. Dokumentation des Symposions in Bad Hersfeld (Hrsg.: Bundesministerium für Ernährung, Landwirtschaft und Forsten, 1989)

  Persons holding several employments in rural families - Small farms run on a part-time basis. Documentation of the symposium in Bad Hersfeld (Issued by the Federal Ministry of Food, Agriculture and Forestry)

- Eingeschränkte Erwerbsarbeit bei Frauen und Männern. Fakten-Wünsche-Realisierungschancen (Edition Sigma, Bd. 15, Berlin, 1988)

  Gainful employment on a part-time basis for women and men. Facts, wishes, chances of realization

- Teilzeitarbeitende Männer und Hausmänner. Motive und Konsequenzen einer eingeschränkten Erwerbstätigkeit von Männern (Edition Sigma, Bd. 16, Berlin, 1988)

  Men in part-time work and men undertaking the role of housewife. Motives and consequences of part-time employment of men